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ABSTRACT

Tables present a summary of the data obtained in a national survey of principals' and assistant principals' salaries. Section 1 of the report compares 1975-76 minimum and maximum salary schedule summaries by district enrollment size, section 2 makes the comparison by using a per pupil expenditure factor, and section 3 contains a maximum scheduled salary trend analysis. (Author/MLF)

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February 1976

SALARY REPORT #1

Principals and Assistant Principals

Inquiries received by NASSP continue to stress the need for accurate national salary data pertaining to principals' and assistant principals' salaries. With advance information from Educational Research Service, Inc., supported jointly by NASSP and four other organizations, this report deals specifically with current data relating to salary schedules for these administrators. To facilitate analysis of the data, *Section I* of this report compares 1975-76 minimum and maximum salary schedule summaries by *district enrollment size*, *Section II* makes the comparison by using a *per pupil expenditure* factor, and *Section III* contains a *maximum scheduled salary trend* analysis. Caution should always be used, however, when drawing inferences from these data because of the sampling variance associated with studies of this type.

As was the case in 1974-75, NASSP's Status and Welfare Committee met with the research director of ERS to express ideas and review plans to conduct the national survey of professional salaries and wages in education for the administrator organizations sponsoring ERS. As a result of this meeting the participants agreed that the major purpose of this survey would be to provide school administrators who determine the salaries and wages for public school personnel with accurate, timely, and reliable data in order to compare employee compensation levels in their system with those in other school districts of comparable enrollment size and per pupil expenditure level. Since this same type of survey was conducted a year ago, salary schedule trends were also to be added to the current report using data from 1974-75 and 1975-76.

ERS conducted such a survey during the fall, collecting 1975-76 data about scheduled and paid salaries from 742 responding school districts for 22 selected positions in which personnel are employed by public school systems and for 10 selected positions in which personnel are employed in support positions. The complete report is being prepared in three volumes (*Scheduled Salaries for Professional Personnel, Salaries Paid Professional Personnel, and Wages and Salaries Paid Support Personnel*), including summary tables and a system-by-system listing of data submitted by the responding school districts. The complete report can be purchased from ERS.

This special AIR publication is being sent to all members of NASSP. Additional copies can be obtained from NASSP, Office of Professional Assistance, 1904 Association Drive, Reston, Va. 22091, at a cost of 50 cents per copy. (Orders of less than $5 must be prepaid.)

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EA 007 908

Section I.

ANALYSIS OF PRINCIPALS' SALARIES SCHEDULED

1975-76

Mean & Median of MINIMUM Salaries SCHEDULED *

SENIOR HIGH PRINCIPALS	ENROLLMENT STRATUM 25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
No. of Systems Reporting	125	176	93	19	413
Mean	20,047	20,227	19,639	14,565	19,779
Median	20,023	20,349	19,579	13,359	19,943
Range: Low	12,165	9,886	9,163	8,310	8,310
High	32,500	32,070	33,000	22,250	33,000
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS					
No. of Systems Reporting	116	172	87	15	390
Mean	18,219	18,484	18,325	14,514	18,217
Median	18,279	18,500	18,450	13,053	18,400
Range: Low	11,129	9,886	9,700	9,072	9,072
High	30,770	28,221	31,000	21,344	31,000
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	126	176	101	25	428
Mean	17,030	16,899	16,603	14,272	16,714
Median	17,092	17,100	16,200	12,716	16,860
Range: Low	9,671	8,850	8,448	8,310	8,310
High	28,545	28,221	29,000	21,344	29,000

Mean & Median of MAXIMUM Salaries SCHEDULED *

SENIOR HIGH PRINCIPALS	ENROLLMENT STRATUM 25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
No. of Systems Reporting	125	177	97	18	417
Mean	26,677	26,057	25,348	20,330	25,831
Median	26,727	26,340	24,419	19,980	25,842
Range: Low	14,989	14,391	12,846	12,000	12,000
High	40,260	44,670	38,275	25,250	44,670

* *Using ENROLLMENT of the School District As a Comparative Factor*

	ENROLLMENT STRATUM				
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS	*25,000 or more*	*10,000 to 24,999*	*2,500 to 9,999*	*300 to 2,499*	*Total Systems Reporting*
No. of Systems Reporting	116	175	89	14	394
Mean	24,595	23,955	23,676	19,355	23,917
Median	24,420	23,943	23,003	19,503	23,787
Range: Low	14,179	13,037	12,960	14,750	12,960
High	37,585	39,309	35,000	23,969	39,309
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	126	179	104	24	433
Mean	23,520	22,408	21,959	19,422	22,458
Median	23,224	22,360	21,420	19,410	22,272
Range: Low	13,166	13,037	10,651	12,350	10,651
High	37,585	39,309	33,331	26,000	39,309

ANALYSIS OF ASSISTANT PRINCIPALS' SALARIES SCHEDULED

1975-76

Mean & Median of MINIMUM Salaries SCHEDULED *

	ENROLLMENT STRATUM				
SENIOR HIGH ASSISTANT PRINCIPALS	*25,000 or more*	*10,000 to 24,999*	*2,500 to 9,999*	*300 to 2,499*	*Total Systems Reporting*
No. of Systems Reporting	121	174	93	12	400
Mean	16,569	17,268	16,194	12,943	16,677
Median	16,798	17,630	16,173	10,880	17,000
Range: Low	8,580	8,310	8,115	8,200	8,115
High	26,080	27,288	28,000	19,425	28,000
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. of Systems Reporting	105	163	75	6	349
Mean	15,650	16,186	15,796	10,663	15,846
Median	15,818	16,700	16,000	9,200	16,214
Range: Low	8,580	8,840	8,758	8,900	8,580
High	24,680	25,656	26,000	16,580	26,000

* *Using ENROLLMENT of the School District As a Comparative Factor*

ELEMENTARY ASSISTANT PRINCIPALS	ENROLLMENT STRATUM 25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
No. of Systems Reporting	90	66	13	4	173
Mean	14,674	14,148	14,901	10,420	14,392
Median	14,671	13,890	12,460	...	14,301
Range: Low	8,580	8,768	9,300	8,580	8,580
High	24,680	22,628	24,000	15,000	24,680

*Mean & Median of MAXIMUM Salaries SCHEDULED **

SENIOR HIGH ASSISTANT PRINCIPALS	ENROLLMENT STRATUM 25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
No. of Systems Reporcing	121	178	96	11	406
Mean	22,213	22,205	21,526	17,816	21,928
Median	22,448	22,498	21,137	18,095	22,200
Range: Low	12,660	11,260	12,846	11,200	11,200
High	30,119	35,736	32,832	22,961	35,736
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. of Systems Reporting	105	168	77	6	356
Mean	20,976	20,826	20,733	14,847	20,750
Median	21,060	21,000	20,144	14,210	20,750
Range: Low	11,242	10,261	13,002	11,200	10,261
High	29,863	35,736	30,600	18,974	35,736
ELEMENTARY ASSISTANT PRINCIPALS					
No. of Systems Reporting	89	68	13	4	174
Mean	20,065	18,982	21,535	15,518	19,640
Median	20,090	18,642	20,201	...	19,618
Range: Low	11,141	10,261	13,550	11,200	10,261
High	26,655	27,502	27,080	22,000	27,502

* Using ENROLLMENT of the School District As a Comparative Factor

Section II. ANALYSIS OF PRINCIPALS' SALARIES SCHEDULED

1975-76

Mean & Median of MINIMUM Salaries SCHEDULED *

SENIOR HIGH PRINCIPALS	PER PUPIL EXPENDITURE $1,300 or more	$1,100 to $1,299	$900 to $1,099	Below $900	Total Systems Reporting
No. of Systems Reporting	156	109	71	43	379
Mean	22,208	19,460	17,491	15,344	19,755
Median	21,684	19,638	17,733	14,431	19,854
Range: Low	10,173	9,163	8,310	9,886	8,310
High	33,000	26,539	23,327	23,136	33,000
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS					
No. of Systems Reporting	141	108	67	43	359
Mean	20,562	18,033	16,125	14,220	18,214
Median	20,277	18,360	16,141	13,532	18,338
Range: Low	10,173	9,700	9,850	9,886	9,700
High	31,000	25,006	22,440	21,344	31,000
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	154	117	76	47	394
Mean	19,041	16,340	14,647	13,372	16,715
Median	18,896	16,621	15,000	12,422	16,860
Range: Low	8,850	8,448	8,310	8,850	8,310
High	29,000	22,844	19,913	21,344	29,000

Mean & Median of MAXIMUM Salaries SCHEDULED *

SENIOR HIGH PRINCIPALS	PER PUPIL EXPENDITURE $1,300 or more	$1,100 to $1,299	$900 to $1,099	Below $900	Total Systems Reporting
No. of Systems Reporting	158	114	72	40	384
Mean	28,647	25,573	22,858	21,298	25,883
Median	28,172	25,700	23,127	20,982	25,887
Range: Low	16,168	12,846	12,000	12,960	12,000
High	44,670	32,173	29,850	29,556	44,670

* *Using PER PUPIL EXPENDITURE As a Comparative Factor*

	PER PUPIL EXPENDITURE				
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS	*$1,300 or more*	*$1,100 to $1,299*	*$900 to $1,099*	*Below $900*	*Total Systems Reporting*
No. of Systems Reporting	142	113	68	41	364
Mean	26,606	23,801	21,178	19,851	23,960
Median	26,388	23,943	21,255	20,066	23,816
Range: Low	16,168	15,410	14,179	12,960	12,960
High	39,309	30,000	27,180	25,058	39,309
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	155	122	77	46	400
Mean	25,184	21,977	20,085	18,824	22,493
Median	25,126	22,272	19,981	18,375	22,272
Range: Low	16,036	10,651	12,750	12,350	10,651
High	39,309	27,500	27,180	24,695	39,309

ANALYSIS OF ASSISTANT PRINCIPALS' SALARIES SCHEDULED

1975-76

Mean & Median of MINIMUM Salaries SCHEDULED *

	PER PUPIL EXPENDITURE				
SENIOR HIGH ASSISTANT PRINCIPALS	*$1,300 or more*	*$1,100 to $1,299*	*$900 to $1,099*	*Below $900*	*Total Systems Reporting*
No. of Systems Reporting	152	108	69	42	371
Mean	18,907	16,392	14,649	12,264	16,631
Median	18,790	16,800	14,945	12,000	16,863
Range: Low	9,504	9,163	8,310	8,115	8,115
High	28,000	23,346	19,350	19,327	28,000

** Using PER PUPIL EXPENDITURE As a Comparative Factor*

PER PUPIL EXPENDITURE

JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS	$1,300 or more	$1,100 to $1,299	$900 to $1,099	Below $900	Total Systems Reporting
No. of Systems Reporting	129	102	62	34	327
Mean	17,798	15,697	13,757	11,844	15,757
Median	17,867	15,763	13,608	11,739	16,000
Range: Low	10,173	9,200	8,840	8,758	8,758
High	26,000	21,529	17,676	17,441	26,000

Mean & Median of MAXIMUM Salaries SCHEDULED *

PER PUPIL EXPENDITURE

SENIOR HIGH ASSISTANT PRINCIPALS	$1,300 or more	$1,100 to $1,299	$900 to $1,099	Below $900	Total Systems Reporting
No. of Systems Reporting	155	113	69	41	378
Mean	24,589	21,666	19,370	16,923	21,931
Median	24,852	22,016	19,326	16,416	22,090
Range: Low	16,168	12,846	11,200	11,260	11,200
High	35,736	26,926	24,607	24,695	35,736
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. of Systems Reporting	131	108	62	34	335
Mean	23,163	20,728	18,070	16,029	20,711
Median	22,951	20,736	18,300	16,028	20,714
Range: Low	15,993	13,550	11,200	10,261	10,261
High	35,736	26,246	23,666	22,281	35,736

** Using PER PUPIL EXPENDITURE As a Comparative Factor*

Section III. MEAN OF MAXIMUM SCHEDULED SALARIES FOR PRINCIPALS AND ASSISTANT PRINCIPALS IN REPORTING SCHOOL DISTRICTS

1974-75 and 1975-76 with PERCENT CHANGE

	Systems with Enrollments of 25,000 or More			*Systems with Enrollments of 10,000 to 24,999*			*All Reporting Systems (300 or More Pupils)*		
	School Year		*Pct.*	*School Year*		*Pct.*	*School Year*		*Pct.*
	1974-75	*1975-76*	*Incr.*	*1974-75*	*1975-76*	*Incr.*	*1974-75*	*1975-76*	*Incr.*
PRINCIPALS:									
Senior High	25,430	26,677	4.9	24,819	26,057	5.0	24,372	25,831	6.0
Jr. High/Middle	23,395	24,595	5.1	22,817	23,955	5.0	22,458	23,917	6.5
Elementary	22,495	23,520	4.6	21,376	22,408	4.8	21,221	22,458	5.8
ASSISTANT PRINCIPALS:									
Senior High	20,875	22,213	6.4	21,404	22,205	3.7	20,599	21,928	6.5
Jr. High/Middle	19,597	20,976	7.0	20,009	20,826	4.1	19,581	20,750	6.0
Elementary	19,210	20,065	4.5	18,066	18,982	5.1	18,410	19,640	6.7

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In addition to the development of annual salary reports, ERS has published within the last year a number of special reports and aids that may be of particular interest to principals. A partial listing of these publications includes:

- *Cost-of-Living Adjustments in Teacher Contracts: Pros and Cons* *(Information Aid) 1975, 27 pp. $5.00*
- *Local Policies for Reduction in Force* *(Information Aid) 1975, 20 pp. $3.00*
- *Compilation of Rank-in-Class by Secondary Schools* *(Information Aid) 1975, 24 pp. $3.00*
- *Decentralized Decision-Making* *(Information Aid) 1975, 24 pp. $3.00*
- *Extra Pay for Extra Duties of Teachers, 1974-75* *(ERS Report) 1976, 69 pp. $10.00*
- *Contingency Planning for Teacher Strikes* *(ERS Report) 1976, 58 pp. $7.00*

These publications may be ordered from Educational Research Service, Inc., 1815 North Fort Myer Drive, Arlington, Va. 22209. (Orders of less than $10 must be prepaid.)

A partial listing of special NASSP publications that have been published recently and may be of interest and use to secondary school administrators includes:

- *Early Graduation (The Practitioner, Vol. 2, No. 1) 1975, 50¢ per copy.*
- *So Now You're a Principal* *(Monograph) 1975, 41 pp. $3.00*
- *Rolling Hills High School In-Basket* *(Discussion Guide) 1975, $45 per kit.*
- *Reasonable Exercise of Authority, II* *(Monograph) 1976, 32 pp. $3.00*

(Orders of $10 or less must be prepaid.)